



CITY COUNCIL AGENDA REPORT



DEPARTMENT: City Manager's Office

MEETING DATE: February 17, 2026

STAFF REFERENCE: Dylan Feik, City Manager

AGENDA LOCATION: AR-1

GOVERNMENT CODE SECTION 84308 APPLIES: No

TITLE: Amendment to Monrovia Municipal Code Section 2.12.030 Related to City Council Compensation Pursuant to SB 329, Introduction and First Reading of Ordinance No. 2026-01

OBJECTIVE: To introduce Ordinance No. 2026-01 to increase City Council compensation to \$1,359 per month as permitted by Government Code Section 36516(a)(2)(B)

BACKGROUND: In the 2023-2024 session, the California Legislature (Legislature) enacted Senate Bill 329 (SB 329), which permits general law cities to increase the maximum compensation limits for city council members, based on the population of the city. Prior to SB 329, which amended California Government Code Section 36516, the statutory compensation limits for city councilmembers had not been adjusted for almost 40 years, and Monrovia's compensation amount was \$400 per month. The Legislature's stated purpose of the bill was to allow cities to modify compensation for city councilmembers to adjust for inflation since the prior limits began in 1984. Given the time requirements for city service, increasing compensation levels would allow for adjustments based on inflation, would reduce economic barriers to service, and help attract individuals from across different income levels, thus allowing for greater diversity among members of city councils.

The maximum monthly city council compensation for general law cities must be approved by ordinance, and is based on the population of the city. Monrovia's population, based on the U.S. Census Bureau's 2020 census estimate, is 37,937. Under Government Code Section 36516(a)(2)(b), a general law city with a population of between 35,000 and 50,000 may pay councilmembers compensation of up to \$1,275 per month. In subsequent years, the salary may be adjusted further based on inflation, or 5% annually from the last operative date. Ordinances cannot provide for automatic increases or adjustments, and all future adjustments must be made by ordinance. Compensation changes may be effective only when one or more councilmembers start a new term.

The City Council adopted Ordinance No. 2024-02 in February of 2024, increasing the City Council compensation to \$1,275 per month, consistent with Government Code Section 36516(a)(2)(B). Additionally, the City Council adopted Resolution No. 2024-06, increasing total compensation for the elected City Clerk and City Treasurer. Ordinance No. 2024-02 directs the City Manager to schedule elected official compensation for consideration by the City Council every two years prior to a regular municipal election. Compensation changes may be effective only when one or more officials start a new term. These changes, if adopted, would become effective in December of 2026.

ANALYSIS: Currently, each member of the Monrovia City Council, the City Clerk, and the City Treasurer receive \$1,275 per month in compensation for their service to the City. Pursuant to California Government Code Section 36516(a)(4), City Council compensation may be increased by the greater of (a) 5 percent per each calendar year from the operative date of the last adjustment, or (b) an amount equal to inflation since January 1, 2024, based on California Consumer Price Index (CPI) (not to exceed 10 percent for each calendar year).

City Council compensation is subject to standard federal, state, or other applicable tax withholdings. In addition, the City Council members do not receive City auto allowance for use of a personal vehicle, cell phone allowance or stipend for use of a personal phone, nor technology stipends or equipment for computers during the course of their service to the community. State law permits City Council members receive the same healthcare benefits equivalent to those offered to City employees. Alternatively, City Council members have the option to not accept any form of compensation or healthcare benefits.

On January 17, 2026, the City Council considered adjustments to compensation for all the City's elected officials and directed staff to prepare the necessary documents for an increase based on CPI increases since the last adjustment. The 2024 annual increase for California CPI (Los Angeles) was 3.3%, and the increase for January 2025 to November 2025 (data available as of 12/18/2025) was 3.2%.

Current Compensation	2025 CPI Adjustment	2026 CPI Adjustment
\$1,275	\$1,317	\$1,359

While Government Code Section 36516 does not include any similar provisions regarding compensation for the elected City Clerk and City Treasurer, Government Code Section 36517 permits the City Council to set such compensation by resolution, and the City Council previously determined that City elected officials should be compensated at a uniform rate. The proposed resolution to increase the total compensation for the elected City Clerk and elected City Treasurer from \$1,275 to \$1,359 per month will be on the City Council agenda for consideration if this ordinance is presented for adoption at the next regular meeting. Although not specifically required by law, the City Attorney recommends that the increase for the City Clerk and City Treasurer take effect at the same time as the City Council compensation changes take effect and this schedule will accomplish that.

The proposed Ordinance and Resolution are before you tonight for your consideration.

ENVIRONMENTAL IMPACT: There is no environmental impact associated with this action.

FISCAL IMPACT: The financial impacts of all potential compensation changes would be an increase of approximately \$7,056 per year based on the CPI annual increase. If approved, the appropriate adjustments will be included in the Fiscal Year 2026-2027 General Fund budget and in the annual budget moving forward.

OPTIONS: The following options are presented for consideration:

1. Introduce Ordinance No. 2026-01
2. Reject the proposed Ordinance and provide staff with additional direction.

RECOMMENDATION: Staff recommends Option 1.

COUNCIL ACTION REQUIRED: If City Council concurs, the appropriate action would be a motion to introduce, waive further reading, and read by title only Ordinance No. 2026-01.

ORDINANCE NO. 2026-01

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF MONROVIA, CALIFORNIA AMENDING CHAPTER 2.12 (CITY COUNCIL) OF THE MONROVIA MUNICIPAL CODE PERTAINING TO COMPENSATION OF THE MAYOR AND CITY COUNCILMEMBERS

THE CITY COUNCIL OF THE CITY OF MONROVIA, CALIFORNIA does ordain as follows:

SECTION 1. The City Council finds and declares that:

A. Government Code Section 36516 permits general law cities to set and increase the maximum compensation amounts payable to members of the City Council subject to limits specified by law; and

B. City Council compensation was last set in 2024, and any increase shall not be effective until the start of a new City Council term; and

C. The compensation amount established in this Ordinance is consistent with the limit of 5% per calendar year since the last increase set forth in Government Code Section 36516(a)(4)(A); and

D. Keeping the compensation paid to the Mayor and members of the City Council current may help remove economic barriers to service in City office and encourage more individuals to run for office.

SECTION 2. Section 2.12.030 of the Monrovia Municipal Code is hereby amended to read as follows (text to be added is underlined, text to be deleted is ~~struck through~~):

“§ 2.12.030 COMPENSATION.

Pursuant to Government Code Section 36516(a)(2)(b), or any successor statute, the Mayor and each member of the City Council shall receive a salary of \$~~1,3594,275~~ per month. The salary of the Mayor and members of the City Council may be changed in the manner provided by law, and any change in compensation shall take effect only at the beginning of a new term of office for any member of the City Council, pursuant to Government Code Section 36516.5.”

SECTION 3. The adoption of this ordinance is not a “project” as defined in Public Resources Code Section 21065 and not subject to CEQA review.

SECTION 4. If any section, subsection, subdivision, sentence, clause, phrase, or portion of this ordinance or the application thereof to any person or place, is for any reason held to be invalid or unconstitutional by the decision of any court of competent jurisdiction, such decision shall not affect the validity of the remainder of this ordinance. The City

Council hereby declares that it would have adopted this ordinance, and each and every section, subsection, subdivision, sentence, clause, phrase, or portion thereof, irrespective of the fact that any one or more sections, subsections, subdivisions, sentences, clauses, phrases, or portions thereof be declared invalid or unconstitutional.

SECTION 5. The City Clerk shall certify to the passage of this Ordinance and shall cause same to be published pursuant to state law within fifteen (15) days after its passage, and said Ordinance shall become effective upon the commencement of a new City Council term that occurs at least 30 days after its passage.

INTRODUCED this 17th day of February, 2026.

PASSED, APPROVED, AND ADOPTED this 3rd day of March, 2026.

Becky A. Shevlin, Mayor
City of Monrovia

ATTEST:

APPROVED AS TO FORM:

Alice D. Atkins, MMC, City Clerk
City of Monrovia

Craig A. Steele, City Attorney
City of Monrovia

RESOLUTION NO. 2026-09

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
MONROVIA, CALIFORNIA, AMENDING PERSONNEL
RULES AND REGULATIONS, APPENDIX “D,” TO
PROVIDE FOR COMPENSATION AND SUPPLEMENTAL
BENEFITS FOR CERTAIN ELECTED OFFICIALS**

RECITALS

WHEREAS, Resolution No. 77-24 adopted a personnel system for the administration of elected and appointed employee compensation and benefits and such system provides for a classification and pay plan to equitably compensate employees of the City; and

WHEREAS, Resolution No. 2024-06 changed Appendix D of Resolution No. 77-24 to make the compensation for the elected City Treasurer and the elected City Clerk match the compensation for the Mayor and members of the City Council; and

WHEREAS, it is in the best interests of the City to adjust from time to time the compensation and benefits made available to City elected officials, within the limits established by applicable law, to attract and retain qualified and diverse candidates for City offices and reduce economic barriers to public service.

NOW, THEREFORE, BE IT RESOLVED, that Appendix “D” of Resolution No. 77-24, the Personnel Rules and Regulations, and the Side Letter of Agreement Between the city and Elected and Appointed Officials, are hereby amended to adjust compensation, terms, and supplemental benefits for elected officials as indicated in the attached documents, to be effective on the date the compensation change adopted in Ordinance No. 2026-01 takes effect.

PASSED, APPROVED AND ADOPTED on this 3rd day of March, 2026.

Becky A. Shevlin, Mayor
City of Monrovia

ATTEST:

APPROVED AS TO FORM:

Alice D. Atkins, MMC, City Clerk
City of Monrovia

Craig A. Steele, City Attorney
City of Monrovia

**SIDE LETTER OF AGREEMENT
BETWEEN
THE CITY OF MONROVIA
AND THE
ELECTED & APPOINTED OFFICIALS**

This *Side Letter of Agreement* will modify the following sections of the Elected & Appointed Officials MOU dated July 1, 2022, through June 30, 2027:

▪ **SECTION I. SALARIES & COMPENSATION – ELECTED OFFICIALS**

Effective on the date the change adopted in Ordinance No. 2026-01 takes effect, Section I shall be modified to read as follows:

- A. The Mayor and City Council Members, the City Clerk, and City Treasurer shall receive the following salary for their duties and responsibilities as elected officials for the City of Monrovia.

<u>CLASSIFICATION</u>	<u>COMPENSATION RATE</u>
Mayor & City Council Members	\$1,359 / Month
City Clerk	\$1,359 / Month
City Treasurer	\$1,359 / Month

CITY OF MONROVIA:

Dylan Feik, City Manager

Lauren Vasquez, Assistant City Manager